

N81 / Naval Post Graduate School Thesis Proposal

Date: 03 MAY 06
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Research Area: Manpower and Personnel
(if applicable)

Subject: URL Officer Community Re-structuring

Problem Description: Recent IWAR Work has focused on the many external requirements placing stresses on the URL Officer Community Career Paths. The Navy policies and conventions that shape current career paths for the URL communities are ill-defined and unable to accommodate external requirements such as graduate education, joint duty, overseas personnel exchange programs, inter-agency governmental positions and many others.

Deliverable: (e.g., Study with recommendations, Decision Aide, Analysis, Mathematical Model, etc.,) Alternative career path options to include, but not limited to lateral entry, varying length careers, sabbaticals, early vesting retirement plans, and others. Provide an in-depth analysis of alternative approaches to existing Navy officer careers. Include changes to compensation system that may be required; comparison of "up-and-stay" vs. "up-or-out" concept; impact of alternatives on promotion, retention, etc.

Discussion: Given the high cost of accession and training URL officers, Navy must use these officers in their respective communities to best realize positive returns on investment. However, they are often detailed to billets outside their communities to meet other Navy and DoD mandates. Additionally, these communities operate under an "up-or-out" mentality/convention that places more emphasis on community administrative boards than all-Navy promotion boards, ridding the Navy, prematurely, of high-quality professional officers. A new career path structure may be the answer to providing Navy with warfare qualified professional staff personnel and traditional warfighters, optimizing performance and return on training and accession investments as well as current year compensation funding.

Potential Data Sources: OPNAV (N131); CNPC (Pers 4); CNO's Executive Panel (N00K)

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